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FACULTY AND OTHER PERSONNEL 1980-81

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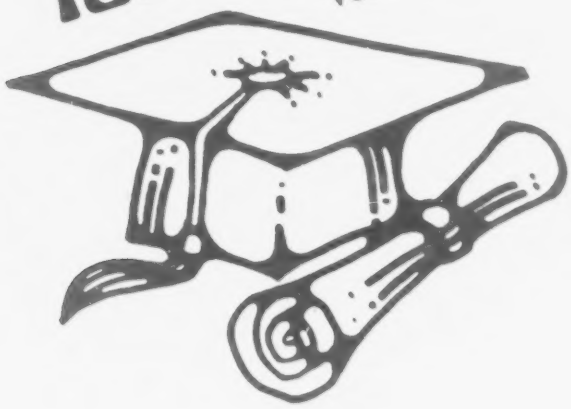

Terry Lehr
Educational Statistics Supervisor
Division of Education Statistics
Bureau of Information Systems
Pennsylvania Department of Education

Commonwealth of Pennsylvania
Dick Thornburgh, *Governor*

Department of Education
Robert G. Scanlon, *Secretary*

Office of Fiscal Administration and Information Systems
Francis J. Moran, *Executive Director*

Bureau of Information Systems
V. W. Bolton, *Director*

Division of Education Statistics
Roger G. Hummel, *Chief*

Pennsylvania Department of Education
333 Market Street
P.O. Box 911
Harrisburg, PA 17108

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HIGHLIGHTS

The 1980-81 data on salaries and fringe benefits of full-time instructional faculty and comprehensive staff data indicate that:

* from the 1969-70 school year through the 1980-81 school year, the mean salaries of selected 9-month contracts increased from $11,544 to $23,273 for an increase of 101.6 percent. This same period of time saw the consumer price index rise by 137.3 percent.

* since the 1979-80 school year, the mean salaries for faculty on 9-month contracts increased by 8.1 percent, while those on 12-month contracts had their salaries rise by 8.7 percent.

* faculty employed on 9-month contracts at the state colleges and university had the highest mean 9-month salary for public institutions ($26,181).

* faculty employed on 9-month contracts at the private state-aided institutions had the highest mean 9-month salary for private institutions ($29,062).

* a total of $108.4 million was expended for fringe benefits for all full-time instructional faculty on 9- and 12-month contracts. This represents an increase of 12.9 percent over last year's figure.

* a total of 64,863 professional personnel was employed by 203 institutions of higher education.

* a total of 41,261 supportive personnel was employed by 203 institutions of higher education.

FOREWORD

The series of publications entitled Our Colleges and Universities Today is designed to provide statistical data and trends relating to higher education in the Commonwealth of Pennsylvania.

"Faculty and Other Personnel" is Number 7 of Volume XVIII in this series. Other issues in the series, published either annually or biennially, provide data on summer and fall enrollments, degrees and other formal awards conferred, libraries, preparation and occupational pursuits of teachers, adult/continuing education activities, and financial statistics.

Any inquiries relative to these publications, including suggestions for change, should be directed to the Division of Education Statistics, Bureau of Information Systems, Department of Education, 333 Market Street, P.O. Box 911, Harrisburg, PA 17108 (Phone 717-787-2644).

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INTRODUCTION

The faculty and other personnel data included in this publication are for the 1980-81 school year as reported by institutions of higher education throughout Pennsylvania.

These data are reported by category of institution for comparative purposes and deal with 9- and 12-month salaries, continuing 9- and 12-month salaries and fringe benefit expenditures for full-time instructional faculty employed on either 9- or 12-month contracts. In addition, data are reported on the composition of the staffs of state colleges and university, state-related commonwealth universities, community colleges, private state-aided institutions, private colleges and universities, theological seminaries, private junior colleges, proprietary schools, and state school of technology.

There are four figures in this report that illustrate some of the salary data as well as personnel data reported in the tables of this publication.

Sources: Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty, 1980-81 (NCES 2300-3)

Comprehensive Staff Report, Fall 1980 (DEAS-31)

PART I

SALARIES AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY, 1980-81

Salaries

Using 1967 as the base year, the consumer price index (CPI) had risen to 269.0 (unadjusted) by June 1981. In that same period of time, the mean salaries of full-time instructional faculty employed by institutions of higher education in Pennsylvania grew from $10,138 to $23,273. These figures include data for only the four most common professorial ranks (professor, associate professor, assistant professor, and instructor). In comparison to the CPI, this represented a growth index of 229.6.

When comparing the salary growth indexes of the public institutions (state colleges and university, state-related commonwealth universities, and community colleges) and private institutions (excluding proprietary schools and the state school of technology), the public index (244.9) increased at a greater rate than the private index (214.5).

For the fourth consecutive year, data were reported on the mean salaries paid to "continuing" full-time instructional faculty. To be considered a "continuing" faculty member, the person must have been employed for the two-year period, 1979-80 and 1980-81, at the same institution with the same length of contract (9 or 12 months). Faculty members who were promoted to a higher professorial rank during the two-year period were to be reported at the lower rank for both years, together with the salary amount paid in each year.

The increase in mean salaries for continuing faculty members employed on contracts of 9 months was the largest at the private colleges and universities with a growth rate of 10.83 percent. Increases were also reported at the rate of 10.19 percent at proprietary schools, 10.08 percent at theological seminaries, 9.95 percent at private state-aided institutions, 9.44 percent at private junior colleges, 9.13 percent at state-related commonwealth universities, and 9.07

percent at the community colleges. The smallest growth rate, 5.45 percent, was recorded by the state colleges and university.

For the reported 15,578 continuing faculty members employed on contracts of 9 months, mean salaries increased from $22,249 in 1979-80 to $24,180 in 1980-81 for a change of 8.68 percent. This increase is further defined by the following percents of increase at the different professorial ranks: professor--8.07, associate professor--8.48, assistant professor--9.63, instructor--10.06, lecturer--13.65, and undesignated rank--9.01.

A 9.34 percent increase in mean salaries was reported ror the 2,084 persons identified as continuing full-time instructional faculty employed on contracts of 12 months. This percentage was derived from the change in mean salaries from $26,168 in 1979-80 to $28,612 in 1980-81.

For full-time instructional faculty on contracts of 9 months, the total of 13,202 men earned an average of $24,729, while the 4,357 women averaged $18,239. At the different professorial ranks, the mean salaries for men and women were as follows: professor--4,504 men at $31,321 and 561 women at $27,732; associate professor--4,334 men at $23,962 and 1,101 women at $21,133; assistant professor--3,432 men at $19,447 and 1,804 women at $15,924; instructor--820 men at $15,590 and 777 women at $13,224; lecturer--62 men at $18,448 and 72 women at $14,238; and undesignated rank--50 men at $17,685 and 42 women at $14,627.

The faculty on 12-month contracts experienced an overall increase in salaries of 8.7 percent. The mean salaries were $29,231 for 1,896 men (a decrease of 20 men from the 1979-80 figure) and $21,545 for 615 women (an increase of 22 women from the 1979-80 figure).

Fringe Benefits

Expenditures for fringe benefits for all full-time instructional faculty during 1980-81, including those on both 9- and 12-month contracts, totaled $108.4 million. This represents an increase of $12.4 million or 12.9 percent over the 1979-80 figure.

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For faculty employed on contracts of 9 months, the largest portion of the total fringe benefits was for retirement plans ($38.1 million) and social security ($23.2 million). These two benefits represented about the same percentage of the total fringe benefits as the 1979-80 figures.

The proportion of all fringe benefits for faculty employed on contracts of 12 months was higher for retirement plans (44.9 percent) and lower for medical and dental insurance (13.1 percent) and workmen's compensation insurance (2.6 percent) than for the corresponding benefits for faculty on contracts of 9 months. The other types of benefits had similar percentages of the total fringe benefit payments as those on 9-month contracts.

The summary below provides a look at the distribution of expenditures paid for fringe benefits.

Fringe Benefit	9-Month		12-Month	
	Amount	Percent	Amount	Percent
Total	$93 904 283	100.0	$14 534 926	100.0
Retirement Plans	38 133 616	40.6	6 523 512	44.9
Social Security	23 241 448	24.8	3 789 454	26.1
Medical/Dental Plans	15 512 929	16.5	1 908 020	13.1
Tuition Plans	5 840 048	6.2	868 118	5.9
Workmen's Compensation	5 528 748	5.9	384 666	2.6
Guaranteed Disability Income Protection	1 325 410	1.4	218 277	1.5
Unemployment Compensation	2 050 227	2.2	303 063	2.1
Group Life Insurance	1 944 281	2.1	326 512	2.2
Other	327 576	0.3	213 304	1.6

TABLE 1

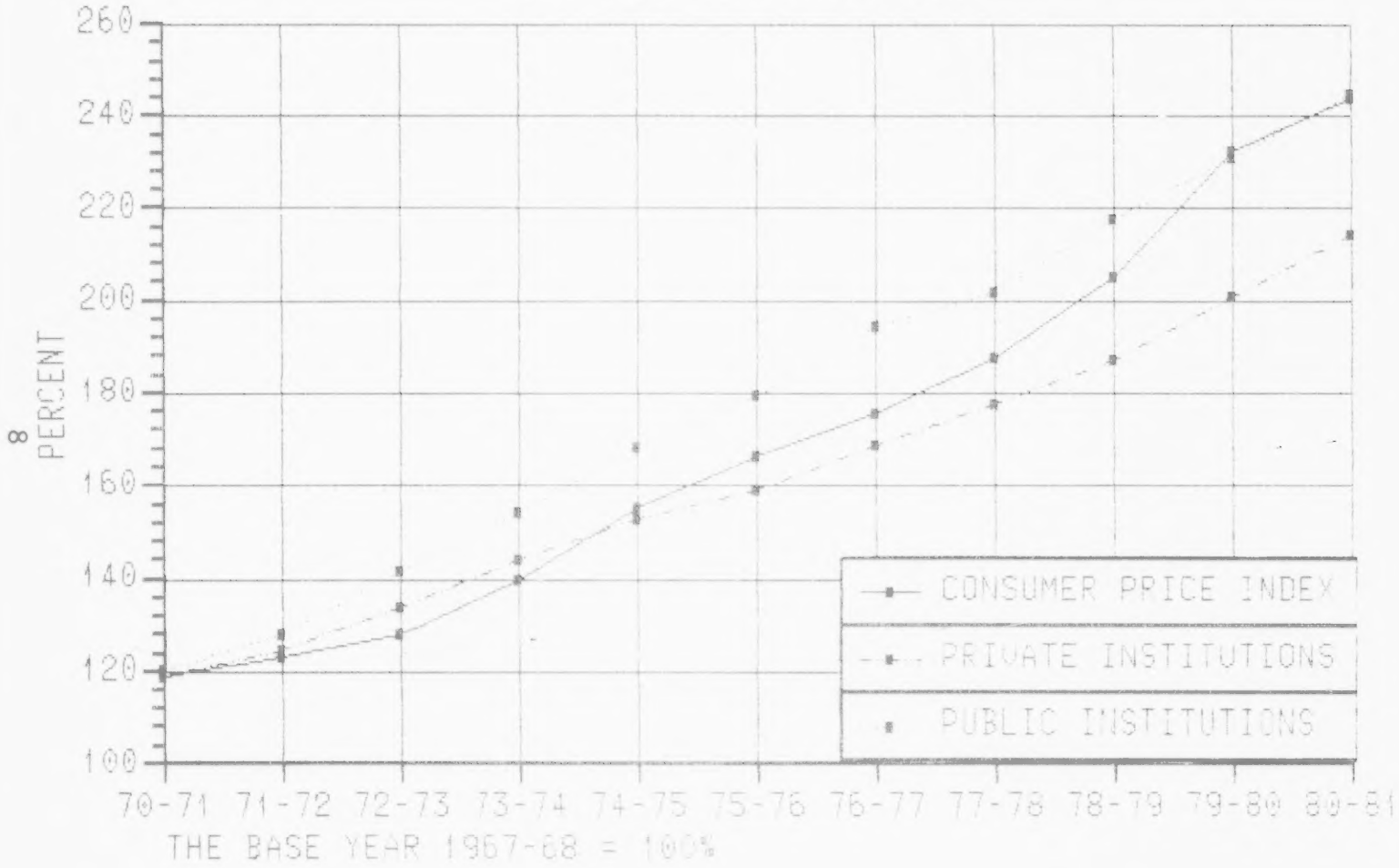
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS (PROFESSOR, ASSOCIATE PROFESSOR, ASSISTANT PROFESSOR, AND INSTRUCTOR) BY SELECTED INSTITUTIONAL CATEGORIES, 1969-70 THROUGH 1980-81

	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75
Total, All Institutions	$11 544	$12 096	$12 775	$13 915	$15 094	$16 213
Total, Public Institutions	11 362	11 902	12 619	13 971	15 237	16 630
State Colleges and University	11 872	12 064	12 883	14 882	17 056	18 605
State-Related Commonwealth Universities	11 543	12 410	13 252	13 943	14 200	14 397
Community Colleges	9 540	10 483	10 765	11 561	12 244	13 381
Total, Private Institutions[1/]	11 724	12 299	12 938	13 850	14 942	15 817

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81
Total, All Institutions	$17 164	$18 433	$19 231	$20 540	$21 834	$23 273
Total, Public Institutions	17 738	19 202	19 932	21 480	22 780	24 168
State Colleges and University	19 406	21 016	21 409	23 240	24 886	26 181
State-Related Commonwealth Universities	17 300	18 577	19 743	21 115	22 186	24 045
Community Colleges	14 508	15 745	16 825	17 928	18 980	18 758
Total, Private Institutions[1/]	16 498	17 505	18 401	19 377	20 780	22 210

1/ Excludes proprietary schools and the state school of technology.

FIGURE 1
THE PERCENT OF GROWTH IN MEAN SALARIES
OF FULL-TIME INSTRUCTIONAL FACULTY ON 9 MONTH CONTRACTS
COMPARED WITH BASE YEAR



THE BASE YEAR 1967-68 = 100%

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TABLE 2

MEAN SALARIES OF CONTINUING FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND INSTITUTIONAL CATEGORY, 1979-80 AND 1980-81

	Number of Full-Time Continuing Faculty	1980-81 Mean Salary	1979-80 Mean Salary	Percent Change
TOTAL, ALL INSTITUTIONS	15 578	$24 180	$22 249	8.68
Professor	4 685	31 216	28 885	8.07
Associate Professor	5 148	23 989	22 114	8.48
Assistant Professor	4 405	19 481	17 771	9.63
Instructor	1 188	15 578	14 154	10.06
Lecturer	79	18 214	16 027	13.65
Undesignated Rank	73	16 049	14 723	9.01
STATE COLLEGES AND UNIVERSITY	3 965	$26 708	$25 327	5.45
Professor	1 389	31 705	30 202	4.97
Associate Professor	1 554	26 106	24 763	5.42
Assistant Professor	856	21 486	20 200	6.36
Instructor	166	17 449	16 256	7.34
Lecturer	-	-	-	-
Undesignated Rank	-	-	-	-
STATE-RELATED COMMONWEALTH UNIVERSITIES	3 291	$24 745	$22 674	9.13
Professor	793	34 874	32 118	8.58
Associate Professor	1 017	25 219	23 101	9.17
Assistant Professor	1 089	19 921	18 111	9.99
Instructor	357	16 108	14 894	8.15
Lecturer	35	19 644	17 619	11.49
Undesignated Rank	-	-	-	-
COMMUNITY COLLEGES	1 312	$20 321	$18 630	9.07
Professor	350	23 764	21 967	8.18
Associate Professor	467	20 888	19 175	8.93
Assistant Professor	336	18 172	16 714	8.72
Instructor	160	15 845	13 952	13.57
Lecturer	3	12 890	11 527	11.83
Undesignated Rank	1	13 757	12 738	8.00
PRIVATE STATE-AIDED INSTITUTIONS	1 399	$29 292	$26 640	9.95
Professor	586	37 075	34 082	8.78
Associate Professor	397	26 153	23 603	10.80
Assistant Professor	384	21 508	19 309	11.39
Instructor	18	16 551	14 290	15.82
Lecturer	14	22 350	18 229	22.61
Undesignated Rank	-	-	-	-
PRIVATE COLLEGES AND UNIVERSITIES	5 371	$22 020	$19 869	10.83
Professor	1 552	28 493	25 761	10.61
Associate Professor	1 685	21 782	19 667	10.75
Assistant Professor	1 711	18 099	16 291	11.10
Instructor	370	14 883	13 318	11.75
Lecturer	27	14 808	13 321	11.16
Undesignated Rank	26	18 223	16 765	8.70
THEOLOGICAL SEMINARIES	18	$19 152	$17 398	10.08
Professor	11	19 994	18 248	9.57
Associate Professor	4	20 775	18 668	11.29
Assistant Professor	3	13 900	12 592	10.39
Instructor	-	-	-	-
Lecturer	-	-	-	-
Undesignated Rank	-	-	-	-

TABLE 2

MEAN SALARIES OF CONTINUING FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND INSTITUTIONAL CATEGORY, 1979-80 AND 1980-81--Concluded

	Number of Full-Time Continuing Faculty	1980-81 Mean Salary	1979-80 Mean Salary	Percent Change
PRIVATE JUNIOR COLLEGES	139	$14 303	$13 069	9.44
Professor	4	16 815	15 596	7.82
Associate Professor	27	15 940	14 623	9.01
Assistant Professor	26	13 644	12 389	10.13
Instructor	41	12 460	11 280	10.45
Lecturer	-	-	-	-
Undesignated Rank	41	15 241	14 019	8.72
PROPRIETARY SCHOOLS	83	$13 250	$12 025	10.19
Professor	-	-	-	-
Associate Professor	2	16 000	14 000	14.29
Assistant Professor	-	-	-	-
Instructor	76	13 271	12 088	9.78
Lecturer	-	-	-	-
Undesignated Rank	5	11 822	10 267	15.14
STATE SCHOOL OF TECHNOLOGY	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who were first appointed in 1980-81 or those holding salary contracts which differ in length from salary contracts held in 1979-80, e.g., 9 months versus 12 months.

TABLE 3

MEAN SALARIES OF CONTINUING FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND INSTITUTIONAL CATEGORY, 1979-80 AND 1980-81

	Number of Full-Time Continuing Faculty	1980-81 Mean Salary	1979-80 Mean Salary	Percent Change
TOTAL, ALL INSTITUTIONS	2 084	$28 612	$26 168	9.34
Professor	600	39 947	36 693	8.87
Associate Professor	534	30 914	28 363	8.99
Assistant Professor	382	24 578	22 308	10.18
Instructor	405	16 076	14 505	10.83
Lecturer	33	23 802	21 220	12.17
Undesignated Rank	130	18 974	17 499	8.43
STATE COLLEGES AND UNIVERSITY	11	$33 451	$31 630	5.76
Professor	4	40 576	37 919	7.01
Associate Professor	3	34 232	32 680	4.75
Assistant Professor	2	28 196	26 904	4.80
Instructor	2	23 283	22 202	4.87
Lecturer	-	-	-	-
Undesignated Rank	-	-	-	-
STATE-RELATED COMMONWEALTH UNIVERSITIES	1 328	$33 696	$30 852	9.22
Professor	495	42 265	38 895	8.66
Associate Professor	432	32 247	29 526	9.22
Assistant Professor	261	25 845	23 466	10.14
Instructor	74	19 740	17 804	10.87
Lecturer	23	26 179	23 142	13.12
Undesignated Rank	43	25 317	23 008	10.04
COMMUNITY COLLEGES	57	$21 326	$19 671	8.42
Professor	8	27 089	25 585	5.88
Associate Professor	12	22 759	21 327	6.71
Assistant Professor	20	21 523	19 555	10.07
Instructor	13	17 336	15 733	10.19
Lecturer	2	17 788	16 588	7.23
Undesignated Rank	2	17 173	15 901	8.00
PRIVATE STATE-AIDED INSTITUTIONS	107	$26 244	$24 008	9.31
Professor	13	38 483	35 842	7.37
Associate Professor	25	29 927	27 751	7.84
Assistant Professor	44	25 012	22 429	11.52
Instructor	17	18 310	16 909	8.29
Lecturer	8	18 474	16 852	9.63
Undesignated Rank	-	-	-	-
PRIVATE COLLEGES AND UNIVERSITIES	151	$25 509	$23 179	10.05
Professor	42	34 013	30 134	12.87
Associate Professor	46	25 589	23 709	7.93
Assistant Professor	38	21 873	19 939	9.70
Instructor	23	16 690	15 586	7.08
Lecturer	-	-	-	-
Undesignated Rank	2	15 550	13 800	12.68
THEOLOGICAL SEMINARIES	54	$18 471	$16 846	9.64
Professor	36	19 227	17 560	9.49
Associate Professor	15	16 925	15 438	9.63
Assistant Professor	3	17 123	15 318	11.79
Instructor	-	-	-	-
Lecturer	-	-	-	-
Undesignated Rank	-	-	-	-

TABLE 3

MEAN SALARIES OF CONTINUING FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND INSTITUTIONAL CATEGORY, 1979-80 AND 1980-81--Concluded

	Number of Full-Time Continuing Faculty	1980-81 Mean Salary	1979-80 Mean Salary	Percent Change
PRIVATE JUNIOR COLLEGES	9	$20 810	$18 987	9.60
Professor	2	23 650	21 500	10.00
Associate Professor	1	22 500	20 800	8.17
Assistant Professor	3	18 227	16 467	10.69
Instructor	1	15 500	14 200	9.15
Lecturer	-	-	-	-
Undesignated Rank	2	23 654	21 741	8.80
PROPRIETARY SCHOOLS	359	$14 776	$13 379	10.44
Professor	-	-	-	-
Associate Professor	-	-	-	-
Assistant Professor	11	10 800	10 200	5.88
Instructor	267	14 684	13 140	11.75
Lecturer	-	-	-	-
Undesignated Rank	81	15 619	14 601	6.98
STATE SCHOOL OF TECHNOLOGY	8	$18 349	$17 476	5.00
Professor	-	-	-	-
Associate Professor	-	-	-	-
Assistant Professor	-	-	-	-
Instructor	8	18 349	17 476	5.00
Lecturer	-	-	-	-
Undesignated Rank	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who were first appointed in 1980-81 or those holding salary contracts which differ in length from salary contracts held in 1979-80, e.g., 9 months versus 12 months.

TABLE 4

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1980-81

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	13 202	$24 729	4 357	$18 239	4 504	$31 321	561	$27 732	4 334	$23 962	1 101	$21 133
State Colleges and University	3 222	26 892	935	23 730	1 266	31 562	177	31 266	1 280	25 798	301	25 673
State-Related Commonwealth Universities	2 941	25 361	866	19 073	809	34 865	86	31 155	913	25 219	179	23 636
Community Colleges	911	20 618	555	15 658	302	24 054	93	22 924	298	20 781	156	20 231
Private State-Aided Institutions	1 285	30 132	225	22 950	586	37 037	35	32 241	349	26 203	60	24 379
Private Colleges and Universities	4 669	22 512	1 642	15 337	1 515	28 638	167	24 140	1 478	21 784	389	16 547
Theological Seminaries	31	20 524	2	18 314	21	22 104	-	-	4	20 270	1	19 000
Private Junior Colleges	80	14 618	87	13 651	5	17 448	3	17 573	12	15 734	13	15 550
Proprietary Schools	63	13 075	45	11 153	-	-	-	-	-	-	2	16 000

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	3 432	$19 447	1 804	$15 924	820	$15 590	777	$13 224	62	$18 448	72	$14 238
State Colleges and University	582	20 814	337	20 731	94	16 530	120	16 160	-	-	-	-
State-Related Commonwealth Universities	916	19 836	381	16 421	263	16 603	188	15 295	38	19 423	32	14 846
Community Colleges	200	18 167	237	10 278	110	15 252	66	14 115	1	15 230	2	10 405
Private State-Aided Institutions	326	22 851	122	20 279	14	15 461	4	13 710	10	20 490	4	10 956
Private Colleges and Universities	1 384	18 091	707	14 557	258	15 194	332	11 152	13	14 272	33	14 438
Theological Seminaries	5	15 466	1	17 628	1	13 640	-	-	-	-	-	-
Private Junior Colleges	19	13 692	19	13 967	18	12 511	29	12 339	-	-	1	9 000
Proprietary Schools	-	-	-	-	62	13 074	38	10 893	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
All Institutions	50	$17 685	42	$14 627
State Colleges and University	-	-	-	-
State-Related Commonwealth Universities	2	41 225	-	-
Community Colleges	-	-	1	13 757
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	21	18 126	14	17 432
Theological Seminaries	-	-	-	-
Private Junior Colleges	26	15 693	22	13 663
Proprietary Schools	1	13 134	5	11 190

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, who teach in the R.O.T.C. program, or who are on contracts of less than 9 months.

TABLE 5

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1980-81

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	1 896	$29 231	615	$21 545	623	$39 874	60	$35 067	458	$30 811	116	$28 940
State Colleges and University	11	32 089	4	25 301	4	40 576	-	-	2	34 233	1	34 232
State-Related Commonwealth Universities	1 226	34 149	302	26 055	496	42 571	48	36 711	365	32 347	86	30 278
Community Colleges	42	25 222	37	19 893	12	30 679	2	21 401	14	27 994	6	22 020
Private State-Aided Institutions	67	29 972	60	22 205	12	38 023	2	38 500	15	32 784	11	27 491
Private Colleges and Universities	135	26 707	58	21 475	54	34 491	7	29 533	41	24 261	11	24 601
Theological Seminaries	64	18 575	-	-	42	19 325	-	-	17	17 157	-	-
Private Junior Colleges	24	13 970	16	13 886	3	21 843	1	15 374	4	16 558	1	13 776
Proprietary Schools	321	15 231	136	12 602	-	-	-	-	-	-	-	-
State School of Technology	6	19 400	2	15 196	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	289	$25 215	151	$22 756	377	$16 059	207	$14 870	20	$26 601	18	$18 778
State Colleges and University	2	28 196	1	24 441	3	21 938	2	21 265	-	-	-	-
State-Related Commonwealth Universities	217	25 740	88	23 792	64	20 007	58	16 899	20	26 601	9	19 278
Community Colleges	7	19 737	16	21 179	8	18 264	12	16 907	-	-	-	-
Private State-Aided Institutions	31	28 497	20	23 118	9	19 633	18	18 115	-	-	9	18 277
Private Colleges and Universities	25	20 589	23	20 504	13	15 957	15	17 874	-	-	-	-
Theological Seminaries	3	17 190	-	-	2	16 950	-	-	-	-	-	-
Private Junior Colleges	4	14 309	3	15 061	10	10 692	3	11 604	-	-	-	-
Proprietary Schools	-	-	-	-	262	14 964	97	12 301	-	-	-	-
State School of Technology	-	-	-	-	6	19 400	2	15 196	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
All Institutions	129	$20 117	63	$14 872
State Colleges and University	-	-	-	-
State-Related Commonwealth Universities	64	24 159	13	19 644
Community Colleges	1	14 983	1	19 363
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	2	13 000	2	14 250
Theological Seminaries	-	-	-	-
Private Junior Colleges	3	13 126	8	14 129
Proprietary Schools	59	16 417	39	13 351
State School of Technology	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 6

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK BY TYPE OF FRINGE BENEFIT, 1980-81

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$37 063 138	N/A	$30 186 126	N/A	$20 944 031
Retirement Plans--Vested Within 5 Years	3 131	8 620 609	3 211	5 890 082	2 961	4 182 798
Retirement Plans--Vested After 5 Years	1 838	7 482 589	1 954	6 396 335	1 356	3 689 997
Medical/Dental Plans	4 976	5 400 394	5 249	4 941 073	4 769	3 981 610
Guaranteed Disability Income Protection	3 020	429 198	2 992	503 346	2 752	309 125
Tuition Plan	1 525	3 315 127	1 240	1 540 166	823	688 81[illegible]
Housing Plan	32	66 244	15	36 186	11	27 284
Social Security Taxes	5 003	8 214 204	5 311	7 632 432	4 920	5 786 238
Unemployment Compensation Taxes	4 178	568 415	4 534	634 606	3 975	609 850
Group Life Insurance	4 891	746 142	5 125	624 953	4 630	458 994
Workmen's Compensation	4 924	2 169 985	5 232	1 934 728	4 847	1 162 797
Other Benefits in Kind With Cash Options	107	50 231	136	52 219	125	46 523

	INSTRUCTOR		LECTURER		UNDESIGNATED RANK	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$4 997 067	N/A	$423 309	N/A	$290 612
Retirement Plans--Vested Within 5 Years	630	675 547	62	94 092	59	81 836
Retirement Plans--Vested After 5 Years	515	985 118	199	31 787	9	2 826
Medical/Dental Plans	1 369	1 076 623	113	71 800	81	41 429
Guaranteed Disability Income Protection	713	66 893	72	8 501	66	8 347
Tuition Plan	284	229 716	46	45 614	12	20 610
Housing Plan	7	21 630	-	-	-	-
Social Security Taxes	1 473	1 368 824	133	139 431	93	100 319
Unemployment Compensation Taxes	1 112	207 [illegible]1	100	12 341	89	17 384
Group Life Insurance	1 348	99 [illegible]	106	8 196	81	6 867
Workmen's Compensation	1 447	244 050	132	11 549	84	5 619
Other Benefits in Kind With Cash Options	27	21 904	-	-	28	5 335

TABLE 7

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK BY TYPE OF FRINGE BENEFIT, 1980-81

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$5 839 981	N/A	$3 761 119	N/A	$2 196 536
Retirement Plans--Vested Within 5 Years	442	1 810 581	409	1 252 960	294	625 315
Retirement Plans--Vested After 5 Years	211	1 261 618	115	485 802	74	238 514
Medical/Dental Plans	655	551 806	540	448 990	417	359 471
Guaranteed Disability Income Protection	371	71 784	394	67 279	284	41 412
Tuition Plan	318	385 028	311	253 988	209	137 175
Housing Plan	123	140 308	74	27 706	43	13 031
Social Security Taxes	644	1 308 492	568	1 007 455	439	643 997
Unemployment Compensation Taxes	285	41 323	327	50 028	247	31 601
Group Life Insurance	655	124 892	551	85 081	428	47 180
Workmen's Compensation	666	143 452	567	80 383	438	54 810
Other Benefits in Kind With Cash Options	8	697	12	1 447	20	5 030

	INSTRUCTOR		LECTURER		UNDESIGNATED RANK	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$1 885 280	N/A	$198 820	N/A	$653 190
Retirement Plans--Vested Within 5 Years	128	190 953	24	60 369	47	109 051
Retirement Plans--Vested After 5 Years	221	340 457	8	23 402	89	124 490
Medical/Dental Plans	565	411 881	34	36 253	156	99 619
Guaranteed Disability Income Protection	244	25 389	27	3 889	57	8 524
Tuition Plan	109	62 322	20	10 343	36	19 262
Housing Plan	25	11 269	-	-	-	-
Social Security Taxes	577	574 264	38	53 250	184	202 996
Unemployment Compensation Taxes	388	138 566	19	1 424	129	40 121
Group Life Insurance	493	41 336	36	5 210	149	22 813
Workmen's Compensation	502	80 027	38	4 680	161	21 314
Other Benefits in Kind With Cash Options	16	8 816	-	-	9	5 000

PART II

PROFESSIONAL AND SUPPORTIVE STAFF, FALL 1980

The number of professional and supportive staff employed at 203 institutions of higher education totaled 106,124 persons. Of this total, 64,863 were employed as professional personnel and 41,261 as supportive personnel. The distribution of the professional personnel by occupational category revealed that 6,841 persons were employed in the executive, administrative, and management category. Those employed as instruction/research persons totaled 35,728. Instruction/research assistants totaled 8,251 persons. The number of specialist/support personnel was recorded at 14,043. Figure 3 on page 21 graphically represents this professional breakdown.

There was a total of 22,468 women employed as professionals in institutions of higher education which represented 34.6 percent of the total professional staff. A total of 16,308 was employed on a full-time basis and 6,160 was employed on a part-time basis. Together, all women on the professional staff had a full-time equivalent of 18,774. The supportive staff data did not collect employment by sex.

The state colleges and university employed a total of 9,515 professional and supportive employees. Those employed as executive, administrative, and management amounted to 511 persons. The instruction/research staffs totaled 4,431 people while the number of instruction/research assistants was recorded at 361. There were 474 specialist/support persons and a supportive staff of 3,738 people.

The state-related commonwealth universities had staffs that totaled 35,401 persons. The professional personnel employed as executive, administrative, and management totaled 1,415 persons. Those employed in instruction/research numbered 9,750 while the instruction/research assistants totaled 4,190. The specialist/support staff numbered 7,093. There were 12,953 supportive staff employed at the state-related commonwealth universities.

The community colleges reported staffs totaling 6,344 persons. The number employed in executive, administrative, and management totaled 476. The instruction/

research people numbered 3,151 while the instruction/research assistants totaled 602. Specialist/support personnel totaled 410 and the supportive staff was composed of 1,705 persons.

Private state-aided institutions employed 23,289 persons in the fall of 1980. There were 1,384 persons employed in executive, administrative, and management positions. Instruction/research personnel numbered 6,062 with instruction/research assistants numbering 1,400. The specialist/support staff totaled 3,388 and the supportive staff numbered 11,055 persons.

The total staff of the private colleges and universities was 27,424 persons in the fall of 1980. The executive, administrative, and management personnel numbered 2,580. The instruction/research staff numbered 10,649 and the instruction/research assistants totaled 1,626. Specialist/support staffs totaled 2,151 and the supportive staff totaled 10,418.

Theological seminaries employed 645 persons in the fall of 1980. The executive, administrative, and management staff totaled 87. The instruction/research personnel were 232 and the instruction/research assistants numbered 16. Specialist/support staffs totaled 37 and supportive staff totaled 273.

There were 952 people employed by the private junior colleges. There were 80 executive, administrative, and management personnel; 407 instruction/research personnel; 7 instruction/research assistants; 147 specialist/support persons; and 311 supportive staff personnel.

The proprietary schools and the state school of technology employed 2,554 people during the fall of 1980. The executive, administrative, and management staffs totaled 308. The instruction/research personnel numbered 1,046 and the number of instruction/research assistants was 49. The specialist/support staffs totaled 343 and the supportive staff numbered 808 persons.

FIGURE 3
PROFESSIONAL PERSONNEL IN INSTITUTIONS OF HIGHER EDUCATION
BY OCCUPATIONAL ACTIVITY,
FALL 1989

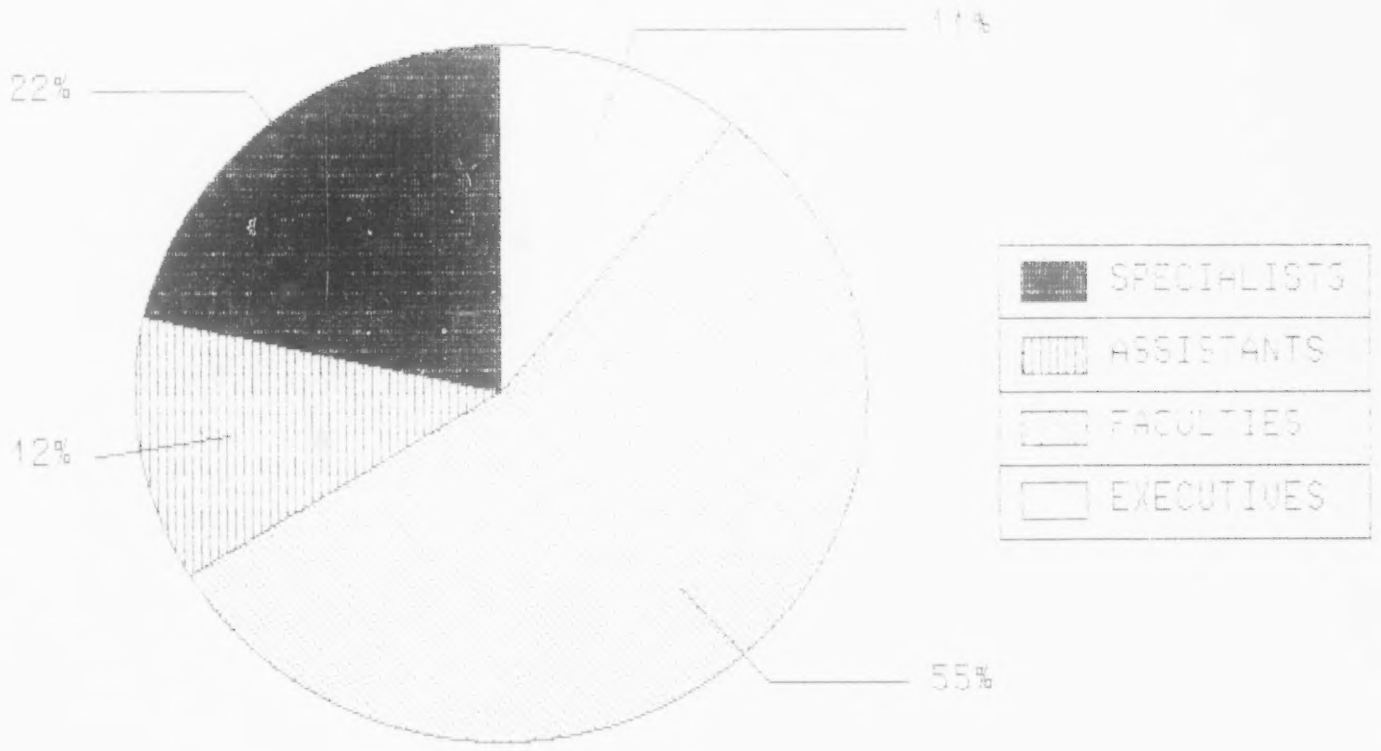

FIGURE 4
PROFESSIONAL PERSONNEL BY EMPLOYMENT STATUS AND SEX,
FALL 1980

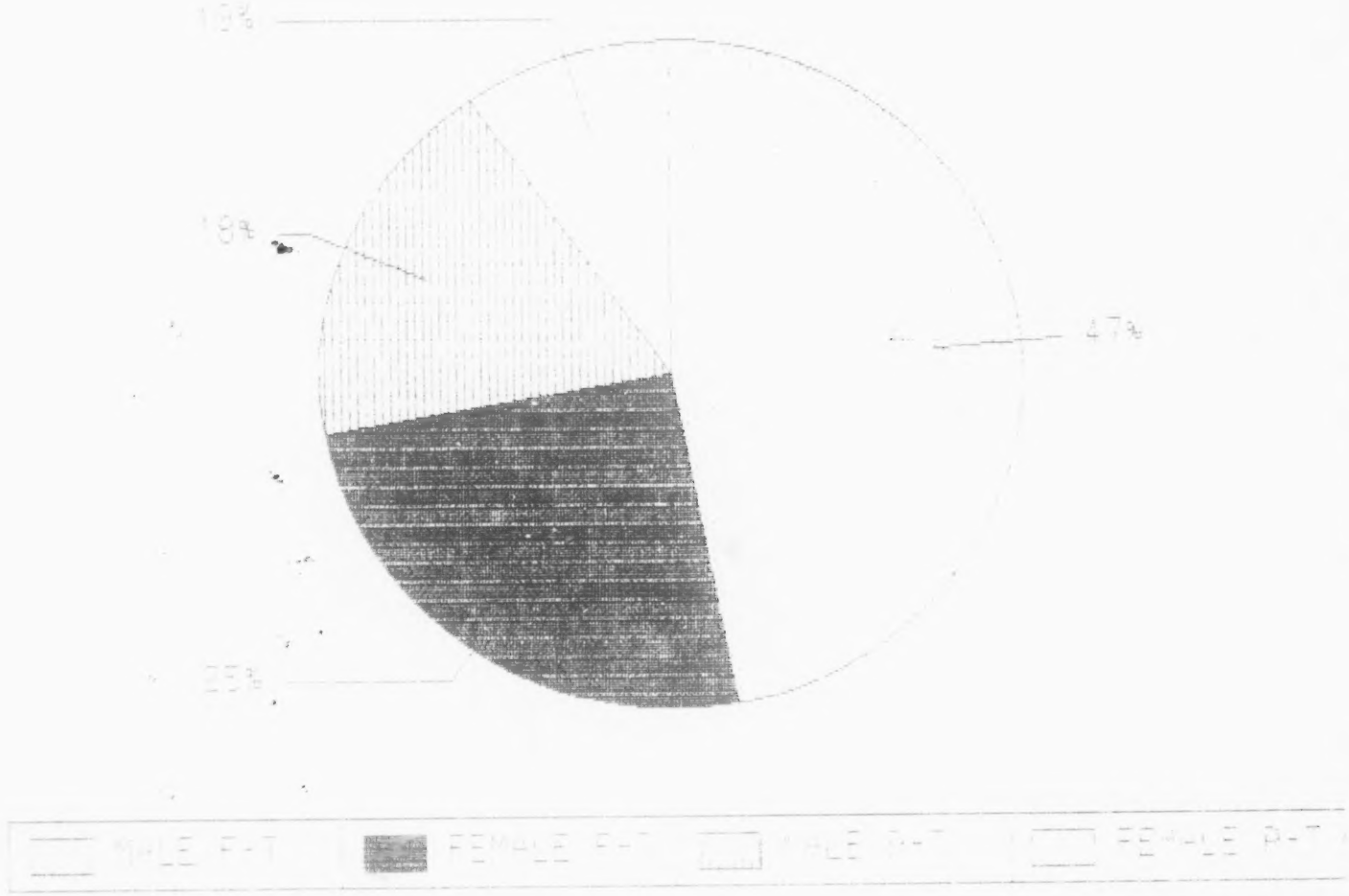

TABLE 8

PROFESSIONAL AND SUPPORTIVE PERSONNEL BY EMPLOYMENT STATUS AND SEX BY OCCUPATIONAL ACTIVITY AND INSTITUTIONAL CATEGORY, FALL 1980

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS (203)								
Total Professional Staff	42 395	22 468	30 541	16 308	11 854	6 160	35 102	18 774
Executive, Administrative, and Management	4 388	2 453	4 285	2 354	103	99	4 325	2 394
Instruction/Research	26 744	8 984	19 738	5 914	7 006	3 070	22 407	7 171
Instruction/Research Assistants	5 287	2 964	1 167	805	4 120	2 159	2 658	1 586
Specialist Support	5 976	8 067	5 351	7 235	625	832	5 712	7 623
Total Supportive Personnel[1]	41 261		33 905		7 356		37 238	
STATE COLLEGES AND UNIVERSITY (14)								
Total Professional Staff	4 244	1 533	3 937	1 293	307	240	4 062	1 409
Executive, Administrative, and Management	400	111	399	107	1	4	399	108
Instruction/Research	3 407	1 024	3 244	941	163	83	3 300	983
Instruction/Research Assistants	173	188	35	41	138	147	102	111
Specialist/Support	264	210	259	204	5	6	261	207
Total Supportive Personnel[1]	3 738		3 700		38		3 716	
STATE-RELATED COMMONWEALTH UNIVERSITIES (4)								
Total Professional Staff	14 537	7 911	10 951	6 085	3 586	1 826	12 368	6 813
Executive, Administrative, and Management	1 009	406	1 007	406	2	-	1 008	406
Instruction/Research	7 749	2 001	6 483	1 491	1 266	510	7 093	1 746
Instruction/Research Assistants	2 746	1 444	793	464	1 953	980	1 341	751
Specialist/Support	3 033	4 060	2 668	3 724	365	336	2 926	3 910
Total Supportive Personnel[1]	12 953		10 460		2 493		11 584	
COMMUNITY COLLEGES (14)								
Total Professional Staff	2 894	1 745	1 673	1 015	1 221	730	2 001	1 237
Executive, Administrative, and Management	328	148	324	143	4	5	326	145
Instruction/Research	2 032	1 119	1 095	601	937	518	1 336	758
Instruction/Research Assistants	340	262	64	64	276	198	146	123
Specialist/Support	194	216	190	207	4	9	193	211
Total Supportive Personnel[1]	1 705		1 428		277		1 575	
PRIVATE STATE-AIDED INSTITUTIONS (12)								
Total Professional Staff	7 772	4 462	4 993	3 375	2 779	1 087	6 241	3 875
Executive, Administrative, and Management	734	650	702	621	32	29	717	635
Instruction/Research	4 849	1 213	2 893	735	1 956	478	3 747	957
Instruction/Research Assistants	854	546	173	156	681	390	508	347
Specialist/Support	1 335	2 053	1 225	1 863	110	190	1 269	1 936
Total Supportive Personnel[1]	11 055		8 966		2 089		9 797	
PRIVATE COLLEGES AND UNIVERSITIES (81)								
Total Professional Staff	11 260	5 746	7 700	3 787	3 560	1 959	9 009	4 563
Executive, Administrative, and Management	1 590	990	1 535	935	55	55	1 556	957
Instruction/Research	7 615	3 034	5 281	1 785	2 334	1 249	6 064	2 276
Instruction/Research Assistants	1 142	484	98	63	1 044	421	552	226
Specialist/Support	913	1 238	786	1 004	127	234	837	1 104
Total Supportive Personnel[1]	10 418		8 169		2 249		9 299	
THEOLOGICAL SEMINARIES (15)								
Total Professional Staff	315	57	214	42	101	15	240	46
Executive, Administrative, and Management	70	17	66	17	4	-	66	17
Instruction/Research	215	17	135	7	80	10	160	10
Instruction/Research Assistants	15	1	1	-	14	1	1	-
Specialist/Support	15	22	12	18	3	4	13	19
Total Supportive Personnel[1]	273		228		45		246	

TABLE 8

PROFESSIONAL AND SUPPORTIVE PERSONNEL BY EMPLOYMENT STATUS AND SEX BY OCCUPATIONAL ACTIVITY AND INSTITUTIONAL CATEGORY, FALL 1980--Concluded

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
PRIVATE JUNIOR COLLEGES (9)								
Total Professional Staff	311	330	193	198	118	132	227	244
Executive, Administrative, and Management	57	23	57	23	-	-	57	23
Instruction/Research	206	201	92	99	114	102	125	134
Instruction/Research Assistants	1	6	-	3	1	3	-	4
Specialist/Support	47	100	44	73	3	27	45	83
Total Supportive Personnel[1/]	311		226		85		267	
PROPRIETARY SCHOOLS (53)								
Total Professional Staff	1 019	672	838	505	181	167	912	577
Executive, Administrative, and Management	192	107	187	101	5	6	188	102
Instruction/Research	640	372	484	254	156	118	551	305
Instruction/Research Assistants	16	33	3	14	13	19	8	24
Specialist/Support	171	160	164	136	7	24	165	146
Total Supportive Personnel[1/]	785		705		80		731	
STATE SCHOOL OF TECHNOLOGY (1)								
Total Professional Staff	43	12	42	8	1	4	42	10
Executive, Administrative, and Management	8	1	8	1	-	-	8	1
Instruction/Research	31	3	31	1	-	2	31	2
Instruction/Research Assistants	-	-	-	-	-	-	-	-
Specialist/Support	4	8	3	6	1	2	3	7
Total Supportive Personnel[1/]	23		23		-		23	

1/ The survey form did not provide for a breakdown by sex of the supportive personnel. The number reported was the total under each heading.

TABLE 9

PROFESSIONAL EMPLOYEES BY EMPLOYMENT STATUS AND SEX BY INSTITUTION, FALL 1980

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS (203)	42 395	22 468	30 541	16 308	11 854	6 160	35 102	18 774
STATE COLLEGES AND UNIVERSITY (14)	4 244	1 533	3 937	1 293	307	240	4 062	1 409
Bloomsburg State College	307	92	296	84	11	8	299	88
California State College	327	88	287	52	40	36	304	70
Cheyney State College	156	96	155	96	1	-	155	96
Clarion State College	340	108	273	76	67	32	303	92
East Stroudsburg State College	197	74	194	71	3	3	195	73
Edinboro State College	348	82	342	75	6	7	344	79
Indiana University of Pennsylvania	580	202	537	183	43	19	551	191
Kutztown State College	283	103	275	94	8	9	278	97
Lock Haven State College	150	48	148	47	2	1	149	47
Mansfield State College	181	62	167	57	14	5	171	59
Millersville State College	309	135	294	118	15	17	297	132
Shippensburg State College	316	64	295	63	21	1	300	64
Slippery Rock State College	277	114	276	104	1	10	277	107
West Chester State College	473	263	398	173	75	92	439	214
STATE-RELATED COMMONWEALTH UNIVERSITIES (4)	14 537	7 911	10 951	6 085	3 586	1 826	12 368	6 813
Lincoln University	121	78	95	61	26	17	108	68
The Pennsylvania State University	7 411	3 258	5 376	2 299	2 035	959	6 076	2 611
Temple University	3 380	2 263	2 463	1 803	917	460	2 769	1 957
University of Pittsburgh	3 625	2 312	3 017	1 922	608	390	3 415	2 177
COMMUNITY COLLEGES (14)	2 894	1 745	1 673	1 015	1 221	730	2 001	1 237
Bucks County Community College	312	135	175	90	137	45	212	108
Butler County Community College	44	32	44	26	-	6	44	28
Community College of Allegheny County	874	563	343	241	531	322	502	338
Community College of Beaver County	49	35	49	35	-	-	49	35
Community College of Philadelphia	252	176	252	176	-	-	252	176
Delaware County Community College	250	172	94	55	156	117	127	83
Harrisburg Area Community College	176	80	107	31	69	49	118	39
Lehigh County Community College	87	83	69	39	18	44	75	53
Luzerne County Community College	70	37	70	37	-	-	70	37
Montgomery County Community College	253	147	118	87	135	60	158	114
Northampton County Area Community College	174	123	76	63	98	60	98	83
Reading Area Community College	41	37	41	37	-	-	41	37
Westmoreland County Community College	118	73	53	57	65	16	70	61
Williamsport Area Community College	194	52	182	41	12	11	185	45
PRIVATE STATE-AIDED INSTITUTIONS (12)	7 772	4 462	4 993	3 375	2 779	1 087	6 241	3 875
Delaware Valley College of Science and Agriculture	104	32	88	20	16	12	94	25
Drexel University	805	258	506	194	299	64	627	231
Hahnemann Medical College and Hospital	771	769	727	738	44	31	749	753
Medical College of Pennsylvania	196	593	186	523	10	70	191	558
Pennsylvania College of Optometry	83	39	59	38	24	1	69	38
Pennsylvania College of Podiatric Medicine	137	45	39	36	98	9	52	38
Philadelphia College of Art	183	102	64	31	119	71	101	59
Philadelphia College of Osteopathic Medicine	156	27	80	23	76	4	114	24
Philadelphia College of Textiles and Science	172	68	101	34	71	34	119	43
Philadelphia College of the Performing Arts	88	41	21	9	67	32	65	36
Thomas Jefferson University	710	597	608	502	102	95	618	511
University of Pennsylvania	4 367	1 891	2 514	1 227	1 853	664	3 442	1 559
PRIVATE COLLEGES AND UNIVERSITIES (181)	11 260	5 746	7 700	3 787	3 560	1 959	9 009	4 563
Academy of the New Church	50	38	38	20	12	18	41	26
Albright College	104	63	80	49	24	14	87	54
Allegheny College	149	72	133	55	16	17	138	60
Allentown College of St. Francis de Sales	58	39	49	30	9	9	52	33
Alliance College	33	12	21	11	12	1	24	11
Alvernia College	46	56	11	38	35	18	27	48
American College	54	34	54	32	-	2	54	33
Antioch University	57	48	19	24	38	24	31	32
Baptist Bible College and School of Theology	51	6	48	6	3	-	49	6
Beaver College	106	89	49	51	57	38	65	68
Bryn Mawr College	124	210	104	141	20	69	112	174
Bucknell University	240	83	227	73	13	10	234	78
Cabrini College	40	55	23	36	17	19	26	40

TABLE 9

PROFESSIONAL EMPLOYEES BY EMPLOYMENT STATUS AND SEX BY INSTITUTION, FALL 1980--Continued

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
PRIVATE COLLEGES AND UNIVERSITIES--Concluded								
Carlow College	37	103	21	75	16	28	28	89
Carnegie-Mellon University	1 454	542	748	316	706	226	1 062	411
Cedar Crest College	61	71	37	49	24	22	46	58
Chatham College	34	73	33	51	1	22	33	59
Chestnut Hill College	33	93	10	60	23	33	16	72
College Misericordia	57	83	41	66	16	17	46	71
Combs College of Music	26	25	14	8	12	17	19	16
Curtis Institute of Music	47	31	14	13	33	18	25	19
Dickinson College	147	55	145	46	2	9	146	50
Dickinson School of Law	36	18	19	15	17	3	25	16
Dropsie University	14	5	9	4	5	1	11	4
Duquesne University	514	284	327	141	187	143	407	202
Eastern College	72	37	49	24	23	13	56	28
Elizabethtown College	133	70	106	40	27	30	114	52
Franklin and Marshall College	173	55	162	49	11	6	165	50
Gannon University	243	70	148	33	95	37	167	40
Geneva College	99	48	79	29	20	19	84	35
Gettysburg College	182	60	159	37	23	23	171	49
Gratz College	36	39	15	6	21	33	26	25
Grove City College	96	36	93	32	3	4	94	33
Gwynedd-Mercy College	77	160	22	127	55	33	38	135
Haverford College	120	65	96	45	24	20	109	55
Holy Family College	62	78	14	52	48	26	32	61
Immaculata College	15	87	8	62	7	25	10	72
Juniata College	105	37	99	24	6	13	101	29
King's College	165	55	114	34	51	21	134	43
Lafayette College	226	61	210	47	16	14	212	54
Lancaster Bible College	31	13	29	12	2	1	30	12
LaRoche College	71	71	23	46	48	25	41	54
LaSalle College	451	102	253	63	198	39	318	77
Lebanon Valley College	107	34	86	26	21	8	91	28
Lehigh University	777	188	473	89	304	99	617	135
Lycoming College	94	29	83	18	11	11	87	21
Marywood College	144	172	83	130	61	42	83	165
Mercyhurst College	79	47	69	43	10	4	73	45
Messiah College	92	34	70	17	22	17	76	21
Moore College of Art	52	53	28	33	24	20	39	41
Moravian--Total	150	59	112	36	38	23	124	46
Moravian College	138	59	101	36	37	23	113	46
Moravian Theological Seminary	12	-	11	-	1	-	11	-
Muhlenberg College	122	52	111	38	11	14	115	44
Neumann College	26	71	15	48	11	23	20	57
New School of Music	42	25	8	2	34	23	16	7
Philadelphia College of Bible	45	17	45	14	-	3	45	15
Philadelphia College of Pharmacy and Science	117	55	66	27	51	28	79	31
Point Park College	139	82	87	47	52	35	109	61
Reconstructionist Rabbinical College	15	3	6	1	9	2	7	2
Robert Morris College	181	78	110	57	71	21	136	67
Rosemont College	42	78	21	43	21	35	29	53
St. Francis College	111	36	96	28	15	8	100	33
St. Joseph's University	321	70	176	47	145	23	240	54
St. Vincent--Total	139	18	87	10	52	8	105	13
St. Vincent College	121	15	85	10	36	5	95	12
St. Vincent Seminary	18	3	2	-	16	3	10	1
Seton Hill College	34	92	22	62	12	30	25	76
Spring Garden College	98	30	56	20	42	10	64	22
Susquehanna University	118	45	104	32	14	13	111	39
Swarthmore College	147	102	139	68	8	34	141	80
Thiel College	83	46	69	36	14	10	73	39
United Wesleyan College	15	14	13	8	2	6	13	10
University of Scranton	254	63	189	39	65	24	216	50
Ursinus College	124	43	68	27	56	16	86	33
Valley Forge Christian College	31	8	26	6	5	2	27	7
Villa Maria College	28	90	14	77	14	13	19	81
Villanova University	710	242	510	186	200	56	560	201
Washington and Jefferson College	117	26	110	18	7	8	113	22
Waynesburg College	79	30	72	25	7	5	74	27
Westminster College	123	37	108	30	15	7	111	31
Widener College of Widener University	224	128	151	62	73	66	185	83
Wilkes College	166	90	146	84	20	6	154	87
Wilson College	35	47	25	34	10	13	30	40
York College of Pennsylvania	150	80	93	47	57	33	110	62

TABLE 9

PROFESSIONAL EMPLOYEES BY EMPLOYMENT STATUS AND SEX BY INSTITUTION, FALL 1980--Continued

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
THEOLOGICAL SEMINARIES (15)	315	57	214	42	101	15	240	46
Biblical Theological Seminary	15	1	14	1	1	-	14	1
Calvary Baptist Theological Seminary	6	-	6	-	-	-	6	-
Christ the Saviour Seminary	9	-	1	-	8	-	3	-
Eastern Baptist Theological Seminary	51	12	27	10	24	2	31	11
Evangelical School of Theology	13	-	10	-	3	-	11	-
Faith Theological Seminary	8	2	8	2	-	-	8	2
Lancaster Theological Seminary	19	7	15	6	4	1	17	6
Lutheran Theological Seminary--Gettysburg	22	3	18	3	4	-	19	3
Lutheran Theological Seminary--Philadelphia	27	6	18	5	9	1	20	5
Mary Immaculate Seminary	20	1	11	-	9	1	13	-
Pittsburgh Theological Seminary	32	9	30	3	2	6	31	5
Reformed Presbyterian Theological Seminary	6	2	4	2	2	-	4	2
St. Charles Borromeo	44	13	30	9	14	4	35	10
Theological Seminary of the Reformed Episcopal Church	9	-	7	-	2	-	8	-
Westminster Theological Seminary	34	1	15	1	19	-	20	1
PRIVATE JUNIOR COLLEGES (9)	311	330	193	198	118	132	227	244
Harcum Junior College	36	91	14	38	22	53	21	57
Keystone Junior College	62	63	48	37	14	26	51	45
Lackawanna Junior College	17	14	17	12	-	2	17	13
Manor Junior College	21	33	8	15	13	18	12	20
Mount Aloysius Junior College	30	61	21	49	9	12	24	53
Northeastern Christian Junior College	20	12	17	5	3	7	18	9
Peirce Junior College	92	44	48	34	44	10	60	38
Pinebrook Junior College	14	10	8	7	6	3	10	8
Valley Forge Military Junior College	19	2	12	1	7	1	14	1
PROPRIETARY SCHOOLS (53)	1 019	672	838	505	181	167	912	577
Allentown Business School	10	19	4	14	6	5	6	16
Altoona School of Commerce	6	5	6	2	-	3	6	3
American Institute of Drafting, Inc.	14	1	14	1	-	-	14	1
Antonelli School of Photography	17	2	14	1	3	1	14	1
Art Institute of Philadelphia	27	10	11	5	16	5	19	7
Art Institute of Pittsburgh	87	79	72	57	15	22	77	66
Berean Institute	9	18	7	12	2	6	8	14
Cambria-Rowe Business College	4	9	4	5	-	4	4	7
Center for Degree Studies	119	70	114	55	5	15	116	63
Central Pennsylvania Business School	29	37	21	29	8	8	22	31
Centre Business School, Inc.	3	7	1	4	2	3	1	4
Churchman Business School	12	3	7	1	5	2	9	2
Computer Systems Institute, Inc.	17	9	11	9	6	-	13	9
Dean Institute of Technology	25	4	15	3	10	1	20	3
DuBois Business College	4	10	4	10	-	-	4	10
Duff's Business Institute	9	32	8	29	1	3	8	30
Electronic Institutes--Harrisburg	11	1	11	1	-	-	11	1
Electronic Institutes--Pittsburgh	20	-	20	-	-	-	20	-
Erie Business Center	24	17	12	7	12	10	18	12
Hiram G. Andrews Center	78	36	78	36	-	-	78	36
Hussian School of Art, Inc.	14	14	4	4	10	10	9	8
ICM School of Business	27	34	27	34	-	-	27	34
Johnson School of Technology	26	2	26	2	-	-	26	2
Keystone Secretarial and Business Administration School	1	11	1	11	-	-	1	11
Levitan School, Inc.	2	4	2	2	-	2	2	3
Lincoln Technical Institute	38	2	34	2	4	-	36	2
Lyons Technical Institute--Philadelphia	19	-	13	-	6	-	17	-
Lyons Technical Institute--Upper Darby	2	4	2	3	-	1	2	3
McCann School of Business, Inc.	1	6	1	5	-	1	1	5
McCarrie Schools, Inc.	8	8	8	8	-	-	8	8
Monroeville School of Business	3	11	1	4	2	7	2	7
New Castle Business College	12	8	6	2	6	6	9	5
New Kensington Commercial School	3	7	3	5	-	2	3	6
Penn Commercial	6	2	6	2	-	-	6	2
Penn Technical Institute	27	2	26	2	1	-	26	2
Pennco Tech	41	3	38	3	3	-	40	3
Pennsylvania Institute of Technology	20	12	11	8	9	4	14	11
Philadelphia Printing School	16	7	15	6	1	1	16	6
Philadelphia School of Office Training	9	29	6	23	3	6	7	25
Pittsburgh Beauty Academy	7	24	7	23	-	1	7	23
Pittsburgh Institute of Aeronautics	28	2	27	2	1	-	27	2
Pittsburgh Technical Institute	23	7	19	7	4	-	20	7
South Hills Business School	9	15	5	9	4	6	6	12

TABLE 9

PROFESSIONAL EMPLOYEES BY EMPLOYMENT STATUS AND SEX BY INSTITUTION, FALL 1980--Concluded

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
PROPRIETARY SCHOOLS--Concluded								
Thompson Institute	23	20	13	8	10	12	18	14
Tracey-Warner School	2	4	2	4	-	-	2	4
Triangle Institute of Technology	30	6	25	6	5	-	28	6
Triangle Institute of Technology--Erie Center	10	2	10	1	-	1	10	1
Triangle Institute of Technology--Greensburg Center	7	-	7	-	-	-	7	-
Vale Technical Institute	31	3	31	3	-	-	31	3
Wheeler School	18	35	7	20	11	15	13	31
Williamson Free School of Mechanical Trades	23	4	16	4	7	-	16	4
Williamsport School of Commerce	3	5	2	5	1	-	2	5
Yorktowne Business Institute	5	10	3	6	2	4	3	6
STATE SCHOOL OF TECHNOLOGY (1)	43	12	42	8	1	4	42	10
Thaddeus Stevens State School of Technology	43	12	42	8	1	4	42	10

TABLE 10

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTION, FALL 1980

	Executive Administrative, and Management		Instruction/Research		Instruction/Research Assistants		Specialist/Support	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
TOTAL, ALL INSTITUTIONS (203)	6 639	202	25 652	10 076	1 972	6 279	12 586	1 457
STATE COLLEGES AND UNIVERSITY (14)	506	5	4 185	246	76	285	463	11
Bloomsburg State College	42	-	301	17	-	-	37	2
California State College	36	-	290	11	-	65	13	-
Cheyney State College	16	-	175	1	20	-	40	-
Clarion State College	33	-	271	15	-	84	45	-
East Stroudsburg State College	31	-	222	6	-	-	12	-
Edinboro State College	21	-	342	13	-	-	54	-
Indiana University of Pennsylvania	80	3	602	59	-	-	38	-
Kutztown State College	36	-	268	17	15	-	50	-
Lock Haven State College	19	-	156	3	-	-	20	-
Mansfield State College	17	-	170	19	-	-	37	-
Millersville State College	40	2	302	27	41	3	29	-
Shippensburg State College	55	-	279	19	-	-	24	3
Slippery Rock State College	31	-	323	7	-	-	26	4
West Chester State College	49	-	484	32	-	133	38	2
STATE-RELATED COMMONWEALTH UNIVERSITIES (4)	1 413	2	7 974	1 776	1 257	2 933	6 392	701
Lincoln University	31	2	79	26	3	14	43	1
The Pennsylvania State University	617	-	3 819	456	-	2 180	3 239	358
Temple University	688	-	1 748	721	330	537	1 500	119
University of Pittsburgh	77	-	2 328	573	924	202	1 610	223
COMMUNITY COLLEGES (14)	467	9	1 696	1 455	128	474	397	13
Bucks County Community College	15	-	200	182	-	-	50	-
Butler County Community College	8	-	52	6	-	-	10	-
Community College of Allegheny County	22	-	232	390	116	461	214	2
Community College of Beaver County	22	-	57	-	-	-	5	-
Community College of Philadelphia	40	-	338	-	-	-	-	-
Delaware County Community College	42	-	99	273	-	-	8	-
Harrisburg Area Community College	16	-	107	118	-	-	15	-
Lehigh County Community College	38	-	64	59	-	3	6	-
Luzerne County Community College	31	-	71	-	-	-	5	-
Montgomery County Community College	33	-	156	193	-	-	16	2
Northampton County Area Community College	43	5	72	141	8	8	16	4
Reading Area Community College	31	-	27	-	2	-	18	-
Westmoreland County Community College	42	3	51	77	-	-	17	1
Williamsport Area Community College	34	1	170	16	2	2	17	4
PRIVATE STATE-AIDED INSTITUTIONS (12)	1 323	61	3 628	2 434	329	1 071	3 088	300
Delaware Valley College of Science and Agriculture	23	2	74	14	-	-	11	12
Drexel University	207	13	348	330	62	-	83	20
Hahnemann Medical College and Hospital	102	2	341	20	-	-	1 022	53
Medical College of Pennsylvania	167	7	101	8	73	8	368	57
Pennsylvania College of Optometry	49	-	32	24	9	-	7	1
Pennsylvania College of Podiatric Medicine	16	-	33	107	5	-	21	-
Philadelphia College of Art	34	-	58	188	-	-	3	2
Philadelphia College of Osteopathic Medicine	14	-	80	79	-	1	9	-
Philadelphia College of Textiles and Science	14	-	85	99	-	-	36	6
Philadelphia College of the Performing Arts	8	-	12	99	-	-	10	-
Thomas Jefferson University	68	1	336	85	169	23	537	88
University of Pennsylvania	621	36	2 128	1 381	11	1 039	981	61
PRIVATE COLLEGES AND UNIVERSITIES (81)	2 470	110	7 066	3 583	161	1 465	1 790	361
Academy of the New Church	8	-	46	30	-	-	4	-
Albright College	41	-	84	38	1	-	1	-
Allegheny College	27	-	130	28	-	-	31	5
Allentown College of St. Francis de Sales	7	-	42	18	-	-	30	-
Alliance College	6	-	18	13	-	-	8	-
Alvernia College	3	-	36	39	-	-	10	14
American College	61	-	7	-	8	-	10	2
Antioch University	17	1	26	60	-	-	-	1
Baptist Bible College and School of Theology	20	-	34	3	-	-	-	-
Beaver College	25	-	61	95	-	-	14	-
Bryn Mawr College	76	9	139	18	1	37	29	25
Bucknell University	71	9	211	13	-	-	18	1
Cabrini College	19	2	31	30	-	-	9	4

TABLE 10

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTION, FALL 1980--Continued

	Executive Administrative, and Management		Instruction/Research		Instruction/Research Assistants		Specialist/Support	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
PRIVATE COLLEGES AND UNIVERSITIES--Concluded								
Carlow College	24	1	49	41	-	-	23	2
Carnegie-Mellon University	205	8	620	106	-	775	239	43
Cedar Crest College	19	-	51	41	-	-	16	5
Chatham College	15	2	53	13	2	-	14	8
Chestnut Hill College	11	-	45	53	-	-	14	3
College Misericordia	12	-	72	33	-	-	23	-
Combs College of Music	7	-	11	28	-	-	4	1
Curtis Institute of Music	12	-	15	51	-	-	-	-
Dickinson College	36	-	125	10	-	-	30	1
Dickinson School of Law	6	-	15	20	-	-	13	-
Dropsie University	5	-	6	5	-	-	2	1
Duquesne University	125	10	295	161	-	150	48	9
Eastern College	19	-	37	35	-	-	17	1
Elizabethtown College	31	-	93	53	-	-	22	4
Franklin and Marshall College	85	-	126	17	-	-	-	-
Gannon University	34	2	119	124	-	5	28	1
Geneva College	18	-	59	36	-	3	31	-
Gettysburg College	5	-	130	24	1	4	60	18
Gratz College	6	-	8	38	2	4	5	12
Grove City College	15	-	86	5	-	-	24	2
Gwynedd-Mercy College	7	-	100	82	-	-	42	6
Haverford College	32	-	73	23	3	3	31	19
Holy Family College	13	-	40	70	-	-	13	4
Immaculata College	19	-	44	16	-	-	7	16
Juniata College	27	-	71	5	-	9	25	5
King's College	45	5	91	54	-	-	12	13
Lafayette College	43	3	179	22	-	-	35	5
Lancaster Bible College	10	-	19	3	1	-	11	-
LaRoche College	24	1	31	65	-	-	14	7
LaSalle College	122	24	194	213	-	-	-	-
Lebanon Valley College	8	-	79	28	-	-	29	1
Lehigh University	63	-	340	45	-	337	159	20
Lycoming College	27	3	69	18	-	-	5	1
Marywood College	47	-	143	99	-	-	31	4
Mercyhurst College	23	-	68	6	-	-	24	8
Messiah College	22	-	57	28	-	-	8	-
Moore College of Art	4	-	45	44	-	-	13	-
Moravian--Total	29	1	98	59	4	-	17	1
Moravian College	28	-	92	59	-	-	17	1
Moravian Theological Seminary	1	1	6	-	4	-	-	-
Muhlenberg College	20	-	101	18	-	-	28	7
Neumann College	18	2	35	27	-	-	10	5
New School of Music	6	-	4	30	-	15	-	2
Philadelphia College of Bible	16	-	28	3	-	8	13	-
Philadelphia College of Pharmacy and Science	14	-	71	50	1	29	9	-
Point Park College	59	2	69	81	-	-	6	3
Reconstructionist Rabbinical College	3	-	4	5	-	1	-	1
Robert Morris College	24	-	88	92	-	-	53	-
Rosemont College	22	-	34	50	-	-	8	6
St. Francis College	30	-	73	17	-	-	21	6
St. Joseph's University	75	1	128	154	-	9	20	4
St. Vincent--Total	25	6	47	44	-	-	25	10
St. Vincent College	24	2	46	29	-	-	25	10
St. Vincent Seminary	1	4	1	15	-	-	-	-
Seton Hill College	32	3	47	34	1	-	4	5
Spring Garden College	22	-	48	52	2	-	6	-
Susquehanna University	39	4	94	23	-	-	3	-
Swarthmore College	35	3	133	17	4	12	35	10
Thiel College	24	-	64	21	-	-	17	3
United Wesleyan College	7	-	8	8	-	-	6	-
University of Scranton	50	-	149	56	-	33	19	-
Ursinus College	24	3	60	58	-	2	11	9
Valley Forge Christian College	11	-	15	7	-	-	6	-
Villa Maria College	21	3	59	23	-	-	11	1
Villanova University	82	-	416	244	115	-	83	12
Washington and Jefferson College	30	-	80	13	2	-	16	-
Waynesburg College	15	-	54	11	-	-	28	1
Westminster College	19	-	109	20	-	2	10	-
Widener College of Widener University	34	-	136	139	1	-	40	-
Wilkes College	30	-	157	26	1	-	42	-
Wilson College	29	-	30	-	-	23	-	-
York College of Pennsylvania	18	2	100	82	5	3	17	3

TABLE 10

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTION, FALL 1980--Continued

	Executive Administrative, and Management		Instruction/Research		Instruction/Research Assistants		Specialist/Support	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
THEOLOGICAL SEMINARIES (15)	83	4	142	90	1	15	30	7
Biblical Theological Seminary	1	-	9	-	1	1	4	-
Calvary Baptist Theological Seminary	2	-	4	-	-	-	-	-
Christ the Saviour Seminary	1	1	-	7	-	-	-	-
Eastern Baptist Theological Seminary	19	1	15	13	-	12	3	-
Evangelical School of Theology	4	-	5	2	-	-	1	1
Faith Theological Seminary	2	-	7	-	-	-	1	-
Lancaster Theological Seminary	9	-	10	5	-	-	2	-
Lutheran Theological Seminary--Gettysburg	3	1	15	1	-	-	3	2
Lutheran Theological Seminary--Philadelphia	7	-	12	8	-	2	4	-
Mary Immaculate Seminary	6	-	5	10	-	-	-	-
Pittsburgh Theological Seminary	6	-	23	5	-	-	4	3
Reformed Presbyterian Theological Seminary	-	-	4	2	-	-	2	-
St. Charles Borromeo	16	-	18	17	-	-	5	1
Theological Seminary of the Reformed Episcopal Church	1	-	5	2	-	-	1	-
Westminster Theological Seminary	6	1	10	18	-	-	-	-
PRIVATE JUNIOR COLLEGES (9)	80	-	191	216	3	4	117	30
Harcum Junior College	11	-	30	61	1	3	10	11
Keystone Junior College	13	-	38	37	-	-	34	3
Lackawanna Junior College	12	-	9	-	-	-	8	2
Manor Junior College	8	-	10	27	-	-	5	4
Mount Aloysius Junior College	7	-	32	15	2	-	29	6
Northeastern Christian Junior College	9	-	7	8	-	-	6	2
Peirce Junior College	10	-	52	51	-	1	20	2
Pinebrook Junior College	8	-	6	9	-	-	1	-
Valley Forge Military Junior College	2	-	7	8	-	-	4	-
PROPRIETARY SCHOOLS (53)	288	11	738	274	17	32	300	31
Allentown Business School	3	-	11	10	-	-	4	1
Altoona School of Commerce	2	-	6	3	-	-	-	-
American Institute of Drafting, Inc.	4	-	11	-	-	-	-	-
Antonelli School of Photography	4	-	8	4	-	-	3	-
Art Institute of Philadelphia	4	-	12	20	-	-	-	1
Art Institute of Pittsburgh	16	-	85	26	-	-	28	11
Berean Institute	6	1	12	6	-	-	1	1
Cambria-Rowe Business College	3	-	6	4	-	-	-	-
Center for Degree Studies	20	-	39	-	11	20	99	-
Central Pennsylvania Business School	11	-	38	12	-	-	1	4
Centre Business School, Inc.	1	-	3	5	-	-	1	-
Churchman Business School	1	3	7	4	-	-	-	-
Computer Systems Institute, Inc.	5	-	11	3	-	3	4	-
Dean Institute of Technology	3	-	12	11	-	-	3	-
DuBois Business College	5	-	9	-	-	-	-	-
Duff's Business Institute	7	1	25	3	-	-	5	-
Electronic Institutes--Harrisburg	2	-	10	-	-	-	-	-
Electronic Institutes--Pittsburgh	3	-	13	-	-	-	4	-
Erie Business Center	8	-	9	22	-	-	2	-
Hiram G. Andrews Center	24	-	33	-	-	-	57	-
Hussian School of Art, Inc.	4	-	4	20	-	-	-	-
ICM School of Business	11	-	38	-	-	-	12	-
Johnson School of Technology	4	-	21	-	-	-	3	-
Keystone Secretarial and Business Administration School	1	-	11	-	-	-	-	-
Levitan School, Inc.	1	-	3	-	-	-	-	2
Lincoln Technical Institute	7	-	26	2	-	2	3	-
Lyons Technical Institute--Philadelphia	1	-	11	6	-	-	1	-
Lyons Technical Institute--Upper Darby	5	1	-	-	-	-	-	-
McCann School of Business, Inc.	1	-	5	1	-	-	-	-
McCarrie Schools, Inc.	4	-	9	-	-	-	3	-
Monroeville School of Business	3	3	-	-	2	6	-	-
New Castle Business College	3	-	3	11	-	-	2	1
New Kensington Commercial School	3	-	4	2	-	-	1	-
Penn Commercial	2	-	6	-	-	-	-	-
Penn Technical Institute	9	-	19	-	-	1	-	-
Pennco Tech	3	-	30	3	-	-	8	-
Pennsylvania Institute of Technology	6	-	9	8	-	-	4	5
Philadelphia Printing School	6	-	8	2	3	-	4	-
Philadelphia School of Office Training	6	-	13	7	-	-	10	2
Pittsburgh Beauty Academy	5	-	19	1	-	-	6	-
Pittsburgh Institute of Aeronautics	7	-	22	1	-	-	-	-
Pittsburgh Technical Institute	8	-	15	3	-	-	3	1
South Hills Business School	8	-	5	10	-	-	1	-

TABLE 10

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS BY INSTITUTION, FALL 1980--Concluded

	Executive Administrative, and Management		Instruction/Research		Instruction/Research Assistants		Specialist/Support	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
PROPRIETARY SCHOOLS--Concluded								
Thompson Institute	5	-	12	22	-	-	4	-
Tracey-Warner School	6	-	-	-	-	-	-	-
Triangle Institute of Technology	9	-	22	5	-	-	-	-
Triangle Institute of Technology--Erie Center	2	-	8	-	-	-	1	1
Triangle Institute of Technology--Greensburg Center	1	-	6	-	-	-	-	-
Vale Technical Institute	5	-	22	-	1	-	6	-
Wheeler School	11	1	6	24	-	-	10	1
Williamson Free School of Mechanical Trades	3	-	11	7	-	-	6	-
Williamsport School of Commerce	2	-	5	1	-	-	-	-
Yorktowne Business Institute	4	1	5	5	-	-	-	-
STATE SCHOOL OF TECHNOLOGY (1)	9	-	32	2	-	-	9	3
Thaddeus Stevens State School of Technology	9	-	32	2	-	-	9	3

GLOSSARY

EXECUTIVE, ADMINISTRATIVE, AND MANAGEMENT--Employees who exercise primary responsibility for the management of the institution, or of a customarily recognized department or subdivision thereof.

INSTRUCTION/RESEARCH--Individuals employed for the primary purpose of performing instruction, research, or both instruction and research activities.

INSTRUCTION/RESEARCH ASSISTANTS--Individuals employed for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research.

SPECIALIST/SUPPORT--Individuals employed for the primary purpose of performing academic support, student service, and institutional support activities.

SUPPORTIVE STAFF (excluding student help)--Persons engaged in job assignments in which the educational requirement is below the level of bachelor's degree and the conditions of employment and compensation are subject to the provisions of the Fair Labor Standards Act.